

Desired Outcome(s)	Key Action(s)	Mid-year Accomplishments	Challenges
<b>Goal 1: End racial disparities within the City as an organization</b>			
<b>Workforce equity</b> <ul style="list-style-type: none"> <li>The City's workforce diversity reflects the diversity of Seattle's working age population</li> <li>Opportunities for upward mobility for workers in low wage occupations are increased</li> </ul>	Implement strategies to address workforce equity, including increasing representation in occupational groups where some racial groups are under-represented.		
	Implement upward mobility strategies for employees in low wage occupations, with a focus on admin and/or laborers.		
	Use new out-of-class rules and best practices as a part of the department's out-of-class assignments. Change Teams and/or management will evaluate their department's use of the new rules and best practices.		
<b>Contracting equity</b> <ul style="list-style-type: none"> <li>City increases MBE contracting.</li> </ul>	Ensure equitable access by WMBE firms to compete for purchasing and consulting contracts.	For every purchase where our Office has control over vendor selection, we strive to use WMBE firms.	
	Improve internal processes to help City employees make better contracting and purchasing decisions with respect to the City's contracting equity goals.		
<b>City employee knowledge and tools</b> <ul style="list-style-type: none"> <li>City employees have the understanding, skills and tools needed to eliminate institutionalized racism and work towards racial equity.</li> <li>Initiative has consistent Citywide visibility and employees have a greater understanding of</li> </ul>	Change Teams implement baseline standards for success, including development and implementation of a Change Team charter, and lead and/or provide support for key RSJI activities.	All 2010 new-hires and 96% of all staff have gone through the RPI training.  RSJI Team has offered one "diversity of thought" field trip (50% staff attended). 2 <sup>nd</sup> event scheduled for July.  All City-wide RSJI opportunities/trainings are forwarded to all staff.	
	Provide appropriate training to all employees to ensure attainment of RSJI core competencies.		
	Provide training to departmental directors, managers and supervisors who have not yet completed the management training series, and provide ongoing skill development opportunities for other directors, managers,		

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the scope and depth of the Initiative.	supervisors and Change Teams.		
	Establish annual accountability agreements between director and senior management and between senior management and next level down inclusive of at least one RSJI priority.		

<b>Goal 2: Strengthen the way the City provides services and engages with the community</b>
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<b>Outreach and public engagement</b> <ul style="list-style-type: none"> <li>Public engagement activities are more intentionally inclusive and culturally appropriate. Communities' cultural assets and knowledge are better utilized, and participation by people of color increases.</li> <li>All boards and commissions reflect the diversity of Seattle's communities.</li> </ul>	Outreach and public engagement lead: <ul style="list-style-type: none"> <li>Coordinates internal departmental team and implements outreach and public engagement training within the department;</li> <li>Participates in Outreach and Public Engagement Work Group; and</li> <li>Shares departmental outreach and public engagement best practices with the Work Group.</li> </ul>	The Public Art team has identified and contacted three arts groups, encouraging them to apply for an exhibition at City Hall in the next round of applications. These artists/institutions include: Yadesa Bojia, Ethiopian American designer & artist; Yemane Gebremicael, who lives at the Hilltop House senior community which shows artwork from their diverse senior community; and Erin Fanning, organizer of the Oaxacan Festival.  The Civic Partners Team has developed criteria for the selection of ten diverse artists, organizations or projects whose work(s) will be documented by teen photographers in the Youth in Focus organization. The selected artists/groups will benefit in having quality images to promote their work and raise the competitive edge of these underserved groups when	Limited staffing resources has made it difficult to coordinate with partner organizations to pitch stories to the media featuring culturally diverse communities, artists and/or funded projects.
	Build competency in the use of the OPE Toolkit as a resource in public engagement activities to ensure coordinated and effective approaches to City engagement activities.		
	Track, recruit and facilitate the appointment of racially diverse board members, commissioners and advisory group members.		

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		<p>applying for funding. This venture also benefits the diverse group of teens who will gain compensated freelance work skills. And the Office will benefit in diversifying our image inventory.</p> <p>This summer, we will work with Seattle Channel to produce video profiles of the 2010 Mayor's Arts Award recipients. Three of the recipients, visual artist Juan Alonso, Dennis Coleman (Seattle Men's and Women's choruses) and Reel Grrls, will allow us to showcase a diversity of artists including LGBT artists and artists of color.</p> <p>Change Team Lead has taken the Public Engagement Toolkit Train the Trainers workshop.</p>	
<b>RSJI best practices criteria</b> <ul style="list-style-type: none"> <li>• Staff increases familiarity with a racial equity framework through practice and application of tools.</li> <li>• A systematic racial equity review of City programs, policies, practices and procedures is established.</li> </ul>	<p>Identify key programs or policies and evaluate using the Racial Equity Toolkit.</p> <p>Results and recommendations from the Analysis will be used in conjunction with RSJI best practices to develop improvements.</p>	<p>Our Office has identified the City Artist funding program as one that all teams will evaluate using the Racial Equity Toolkit.</p> <p>Application of Racial Equity Toolkit to panel process provided structure and functioned as a guide for the conversation. It was particularly useful in raising awareness of areas previously not considered or tapped. Key ideas were:</p>	

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		<ul style="list-style-type: none"> <li>• Add RSJI materials to panel packet and allow time to explain city-wide RSJI initiative</li> <li>• Offer 'mock panels' for transparency of process to arts community</li> <li>• Rely on existing community ambassadors for panel resources</li> <li>• Update all terms/ language so it is user-friendly and avoids government or field jargon</li> </ul> <p>Completed survey of three distinct funders positively reinforced existing practices. Key ideas were:</p> <ul style="list-style-type: none"> <li>• Initiate panel recruitment early to allow for thoughtful and in-depth screening</li> </ul> <p>Request two names from candidates for recommendation as panel.</p>	
<b>Immigrant and Refugee (I&amp;R) Action Plan:</b> <ul style="list-style-type: none"> <li>• Improve customer service with I&amp;R</li> <li>• I&amp;R will experience improved knowledge of and access to City services and funding</li> <li>• Support community-based organizations serving I&amp;R to assure</li> </ul>	Implement the Immigrant and Refugee Action Plan <ul style="list-style-type: none"> <li>• Improve access to services and information (includes implementation of the translation and interpretation policy)</li> <li>• Protect civil rights</li> <li>• Promote civic engagement</li> <li>• Encourage work force and economic development</li> <li>• Strengthen service delivery</li> </ul>	We have translated our funding information flyer into Spanish and Vietnamese.	

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effective service delivery			
<b>Goal 3: Eliminate race-based disparities in our communities</b>			
<b>Community race-based disparities</b> <ul style="list-style-type: none"> <li>Institutional barriers to racial equity within the City are identified and analyzed.</li> <li>City, community and public and private institutions work together to address race-based disparities that impact our communities.</li> </ul>	<p>Designate staff to participate in relevant interdepartmental teams convened to address racial disparities</p> <p>Analyze departmental barriers and opportunities for the given racial disparity.</p> <p>Work with SOCR and the Race and Social Justice Roundtable to develop action plans to affect community conditions and measures to track improvements.</p> <p>Implement and track action plan items within the department.</p>	<p>The Partnership and SPS Arts Leadership Team have increased both internal commitments and coordinated partnerships to create more equitable opportunities in arts in Seattle schools.</p> <ul style="list-style-type: none"> <li>Facilitated a partnership with Seattle Youth Symphony Orchestras that provided 36 hours of additional instrumental music instruction per week in West Seattle, one of the most underserved areas of the district. Next year this program will add 3 elementary schools and Denny Middle School.</li> <li>Organized the <i>Rainier Beach High School Theatre Arts Coalition</i>, a model network of seven theater organizations collaborating with faculty at Rainier Beach High School to develop a comprehensive theater program for students in the Southeast, starting at the high school and then building out to the middle and elementary schools.</li> </ul>	

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		<p><u>This year 56% of the students at RBHS were engaged with programs provided by the coalition.</u></p> <ul style="list-style-type: none"> <li>• Music has been identified as an academic focus area in the district's new student assignment plan, and new staffing and instrument budgets will be committed in 2010-11 to increase student opportunities in 3 high schools, Hamilton Middle School and Thurgood Marshall.</li> <li>• An <i>International School Arts Guide</i> has been developed to help a newly-expanded group of SPS international schools develop arts programming and community arts partnerships.</li> </ul>	